MB124C

Sl. No.

IV Semester M.B.A. Degree Examination, May/June - 2026

MANAGEMENT

Elective - C : Human Resource Management/People Management

Labour Legislation

(Non-CBCS Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Five sub-questions. Each sub-question carries Three marks. (5×3=15)

1. a) State the objectives of payment of Bonus Act 1965.

b) Who is a Conciliation Officer?

c) What is allocable surplus?

d) Define Industrial disputes.

e) What is employee's state insurance Act?

f) What is Labour Legislation?

g) What is Lay-Off?

SECTION - B

Answer any Four questions. Each question carries Five marks. (4×5=20)

2. State the need for labour Legislation in Indian Context.

3. Discuss the promotions of Apprentices Act 1961.

4. Enumerate the functions of International Labour Conference.

5. Discuss the duties and liabilities impiled on Trade Unions under the Trade Union Act 1926.

6. Distinguish between Strike and Lock Out.

7. Briefly explain the factors affecting Industrial Relations.

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SECTION - C

Answer any Three questions. Each question carries Ten marks. **(3×10=30)**

8. Explain the Powers of Registrars under trade union Act.

9. Explain the main objectives and principles of ILO.

10. Explain the scope and objectives of Factories Act.

11. Elucidate the methods used for fixation of minimum wages.

12. Explain the objectives of the Industrial Disputes Act 1947.

SECTION - D

(Compulsory)

Case Study. **(1×15=15)**

13. Mr. 'A' worked in a public sector organisation. He briefed regarding operation of the Pivot Lathe in the metro shop and was told to operate it in the Northerly direction. Mr. 'A' tried to operate it from Southern direction and was injured. There was safety guard on the machine which workers had been told not to remove. According to the management Mr. 'A' disregarded instructions and removed the safety guard. It was clearly displayed on the notice board that before starting the machines, workmen should satisfy. Themselves that guard, are fixed. In this case Mr. 'A' met with an accident while performing his duty and injured his hand.

Questions:

a) Is this case one of Grievance or of discipline? Why?

b) Are the principle of natural justice applicable in this case? Why?

c) Would this be classified of willful disobedience?

d) Is Mr. 'A' entitled to any form of compensation?
